

**PENGARUH KEPEMIMPINAN SPIRITUAL, KARAKTERISTIK
INDIVIDU, PENGALAMAN KERJA, KOMPETENSI PEDAGOGIK
TERHADAP KINERJA GURU AGAMA HINDU SEKOLAH DASAR
DI KOTA DENPASAR**

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ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh kepemimpinan spiritual, karakteristik individu, pengalaman kerja dan kompetensi pedagogik terhadap kinerja guru agama Hindu sekolah dasar di kota Denpasar serta menguji peran mediasi kompetensi pedagogik dalam hubungan tersebut. Penelitian kuantitatif berdesain *ex-post facto* ini menganalisis data kuesioner tervalidasi dari 169 guru Agama Hindu Sekolah Dasar di kota Denpasar yang dipilih secara acak dari 233 populasi. Data primer dikumpulkan melalui kuesioner tervalidasi kemudian dianalisis dengan analisis statistik deskriptif dan analisis statistik inferensial SmartPLS (SEM-PLS) untuk evaluasi model pengukuran dan struktural. Hasil menunjukkan kepemimpinan spiritual, karakteristik individu, pengalaman kerja dan kompetensi pedagogik berpengaruh positif signifikan terhadap kinerja guru. Kompetensi pedagogik memediasi secara parsial pengaruh kepemimpinan spiritual terhadap kinerja. Pengaruh langsung karakteristik individu dan pengalaman kerja terhadap kinerja guru lebih dominan dibandingkan pengaruh tidak langsungnya melalui kompetensi pedagogik, meskipun semua jalur mediasi signifikan.

Kata Kunci: kepemimpinan spiritual, karakteristik individu, pengalaman kerja, kompetensi pedagogik, kinerja guru, Smart PLS

THE INFLUENCE OF SPIRITUAL LEADERSHIP, INDIVIDUAL CHARACTERISTICS, WORK EXPERIENCE, AND PEDAGOGICAL COMPETENCE ON THE PERFORMANCE OF HINDU RELIGIOUS ELEMENTARY SCHOOL TEACHERS IN DENPASAR CITY

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ABSTRACT

This study aims to analyze the influence of spiritual leadership, individual characteristics, work experience, and pedagogical competence on the performance of Hindu elementary school religious teachers in Denpasar City, and to examine the mediating role of pedagogical competence in these relationships. This quantitative ex-post facto study analyzed validated questionnaire data from 169 Hindu elementary school religious teachers in Denpasar City, randomly selected from a population of 233. Primary data were collected using these validated questionnaires and subsequently analyzed with SmartPLS (SEM-PLS) for measurement and structural model evaluation. The results indicate that spiritual leadership, individual characteristics, work experience, and pedagogical competence have a significant positive effect on teacher performance. Pedagogical competence partially mediates the influence of spiritual leadership on performance. The direct effects of individual characteristics and work experience on teacher performance were more dominant than their indirect effects through pedagogical competence, although all mediation paths were significant.

Keywords: spiritual leadership, individual characteristics, work experience, pedagogical competence, teacher performance, Smart PLS